

# Make the Most of Mentoring

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# Thanks to

NC State Provost's Office

NC State Office for Faculty Excellence

Academic Impressions

***My mentors and mentees***

# Three assumptions

- Everyone in this room is capable – RIGHT NOW – of being a mentor.
- Everyone in this room is in need – RIGHT NOW – of a mentor.
- Everyone in this room can do a few things – RIGHT NOW – to improve their current and future mentoring relationships.

# Advising, Mentoring, Sponsoring

- **Advising:** usually more narrowly focused, specific expertise
- **Mentoring:** often (not always) about broader professional development
- **Sponsoring:** serving as an advocate, opening doors

*\*\*check out your journal in the Guidebook app!\*\**

# Consultative Mentoring

- Mentoring is a lifetime pursuit
- What skills/talents/experiences could you share with others?
- What skills/talents/experiences would you like to develop or understand?

# Defining Expectations

- **Time** (frequency, duration, length of relationship)
- **Accountability** (responsibilities, scheduling, check in, raising concerns)
- **Ground rules** (prioritizing, respecting time, follow through, respecting differences)

# Defining Goals

- For yourself – what do you want to DO (*not BE*) in this relationship?
- Others' goals – do you know them? Are you sure?
- Can you define or describe success? How will you know?
- How will you evaluate progress?

# Managing Boundaries

- Topics outside our expertise or responsibility
- Managing personal privacy & personal differences
- Limits on confidentiality – and breaking those limits
- Checking in about boundary assumptions
- *\*\*Mentors should take the lead!\*\**



# Planning for Endings

- Revisit goals
- Reflect on mutual learning – and what's left to learn
- Express appreciation/celebrate
- Plan for relationship changes/transitions

# Want more info?

- Contact me  
[Katharine\\_Stewart@ncsu.edu](mailto:Katharine_Stewart@ncsu.edu) or [www.thejoyfulprofessor.com](http://www.thejoyfulprofessor.com)
- Check out Faculty Mentoring Central at NC State  
<https://facultycentral.ncsu.edu/faculty-mentoring-central/>
- Check out the mentoring course at Academic Impressions  
<https://www.academicimpressions.com/mentoring-best-practices/>

**Advising, Mentoring, Sponsoring**

	Things I did in this relationship that were helpful or hindrances	Things the other person did in this relationship that were helpful or hindrances
Times when I was <b>advising</b> someone		
Times when I was being <b>advised</b>		
Times when I was <b>mentoring</b> someone		
Times when I was being <b>mentored</b>		
Times when I was <b>sponsoring</b> someone		
Times when I was being <b>sponsored</b>		

**A Lifelong Look at Mentoring**

What are some skills, talents or experiences that you have at this point in your career and that you'd like to share with others as a mentor?

What are some skills, talents, or experiences you'd like to learn, develop, or understand as a mentee at this point in your career?

**Defining Expectations**

Who is in this mentoring relationship with you? \_\_\_\_\_

Are you the mentor, the mentee, or is this a peer relationship? \_\_\_\_\_

Make some notes about your expectations in each of the following areas:

Time: Frequency of Meetings	Time: Duration of Meetings
Time: Length of Relationship	Accountability: Each person's responsibilities/roles
Accountability: Who initiates scheduling/schedule changes?	Accountability: How do we check in about progress towards goals?
Accountability: How do we raise concerns about how the relationship is going?	Ground Rules: Prioritizing meetings
Ground rules: Respecting each other's time	Ground rules: Following through on commitments & communicating about lack of follow-through
Ground rules: Respecting personal differences	Ground rules: Respecting professional differences

**Goal-Setting**

Who is in this mentoring relationship with you? \_\_\_\_\_

Are you the mentor, the mentee, or is this a peer relationship? \_\_\_\_\_

Make some notes about your goals in response to the prompts below:

What are your goals for YOURSELF in this relationship? Be specific – your goals should be about what you want to DO, not what you want to BE. The goals should be clear enough that progress can be evaluated.

What are the goals that OTHERS have for themselves in this relationship? Again, be specific.

What does success look like for these goals? How will you know that you and others are making progress?

How will you evaluate progress? How frequently? Who will initiate these evaluation discussions? How will you help adjust or recalibrate these goals?

**Managing Boundaries and Confidentiality**

Who is in this mentoring relationship with you? \_\_\_\_\_

Are you the mentor, the mentee, or is this a peer relationship? \_\_\_\_\_

What are the expectations for each of us in this relationship about what we will do if a topic comes up that is outside our expertise or responsibility? How will we communicate about it, and what should we do if we think this boundary has been violated?

What are the limits on personal privacy and discussing personal matters in this relationship? How will we communicate respect for differences related to personal issues? How will we communicate with one another if we feel a discussion has gotten too personal?

What are the expectations we have for each other about confidentiality? Are the limits on confidentiality different for mentors and mentees? If someone wants to share outside these limits, how should they handle this? How will we communicate about violations of confidentiality?

Have I shared these beliefs or expectations with the other person or people in this mentoring relationship? Have I checked in with them about their beliefs or expectations about these issues? If not, what is my plan for having a conversation about this?

**Planning for Endings**

Which of your mentoring relationships would benefit from a discussion about how you'd like to plan for the relationship's end? How would you like to broach this topic with your mentoring partners?

*For the relationships you listed above, write some of your ideas about how you'd like to approach each of the parts of a "wrap-up" or "closure" conversation:*

Revisit goals

Reflect on mutual learning

Express appreciation/celebrate

Plan for relationship transition